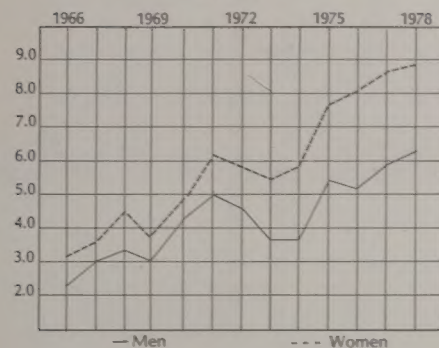


TABLE THREE
Male and Female Unemployment Rates
Ontario



Although unemployment is of serious concern for both sexes, Table Three clearly illustrates the greater severity of female unemployment.

TABLE FOUR
Unemployment Rates by Sex — Canada and Ontario
Rate of Unemployment

	CANADA		ONTARIO	
	Male	Female	Male	Female
1966	3.3%	3.4%	2.3%	3.1%
1972	5.8%	7.0%	4.6%	5.7%
1978	7.6%	9.6%	6.2%	8.8%

As is shown in Table Four, the unemployment rate for women in Ontario rose from 3.1% in 1966 to 8.8% in 1978. At the same time, women in Canada were faced with an increase in unemployment rates from 3.4% to 9.6%.

In Ontario, women now make up 49% of all unemployed workers. In 1966, only one unemployed worker out of every three was a woman.

AGE

During the past 20 years, there has been a dramatic increase in levels of labour force participation for women of all ages.

TABLE FIVE
Participation Rates — Canada

Age	1958*	1968*	1978
15 - 19	32.1%	31.3%	48.0%
20 - 24	47.4%	58.4%	70.3%
25 - 44	26.2%	36.4%	58.7%
45 - 64	24.1%	35.5%	42.6%
65+	5.2%	5.9%	4.5%
All ages	26.2%	34.4%	47.8%

*age 14 - 19 for 1958 and 1968

The most significant increases are in the 25 - 44 year group where the level of activity has more than doubled and the 45 - 64 year group where it has almost doubled. In the past ten years alone, the participation rate of the 25 - 44 year group has increased by 22%.

As would be predicted, the highest participation rate of women in both Ontario and Canada is in the 20 - 24 year group. Less expected perhaps is the fact that 64% of Ontario women in the 25 - 44 year range are in the labour force. These years, commonly called the chief childbearing and childrearing years, are often associated with mothers staying at home. As shown in table six, this is no longer the case.

TABLE SIX
Participation Rates by Age, 1978

Age	Canada	Ontario
15 - 19	48.0%	52.7%
20 - 24	70.3%	72.4%
25 - 44	58.7%	63.6%
45 - 64	42.6%	47.7%
65+	4.5%	4.5%
All ages	47.8%	51.5%

In every age group, except sixty-five plus, Ontario women have a much higher rate of participation in the work force than do Canadian women.

It is important to note that even given the aforementioned changes in the levels of female participation, the age profile for men and women workers is still quite different. In 1978, 31.3% of the women in the Canadian labour force were less than 25 years of age, contrasted with only 23.9% of the men.

MARITAL STATUS

The participation rate of women in the labour force has increased dramatically since the early 1950s. Perhaps the greatest change has been in the numbers of married women choosing either to remain in the paid work force or to re-enter it after an absence of some years.⁽²⁾

In 1951, only 15% of married women in Ontario worked outside the home. By 1966 this figure had doubled to 31.6% and there has been a further increase to 50.6% in 1978.

TABLE SEVEN
Participation Rates by Marital Status — Ontario

Marital Status	Change		
	1966	1978	1966 - 1978
Married	31.6%	50.6%	19.0%
Single	48.4%	63.5%	15.1%
Other*	30.4%	36.8%	6.4%

*divorced, widowed.

As noted in Table Seven, there has been increased participation by all women since 1966. By far the greatest change, however, was for married women, an increase of 19.0% contrasted with a 15.1% increase for single women and 6.4% for other women.

This increased participation of married women in the labour force has changed its composition. In 1951, 38% of the female work force was married. By 1978, this figure has increased to 61.7%, or almost two thirds of all working women.

The reasons behind the increased labour force participation of married women are varied. For many, the decision to work is based on financial need. Whatever the reason, the presence in 1978 of 1,029,000 married women in the labour force has contributed strongly to a change in attitudes concerning the commitment a woman will make to a job. No longer can the assumption be made that a woman will work only until she is married.

CHILDREN

Since a high percentage of Canadian women are in the labour force during the childbearing and childrearing years, it is important to note information about their children.

Unfortunately, the most recent data available for Canada is for 1973. In that year there were 895,000 children under the age of 16 in Ontario with working mothers. The majority of these were school age, but 206,000 were six years of age or less and likely to require childcare.

The older the youngest child in a family, the more likely a mother is to work, as demonstrated in Table Eight.

TABLE EIGHT

Labour Force Participation Rates of Women by Age of Youngest Child, Ontario — October 1973 ⁽⁴⁾	
Age of youngest child	Labour force participation rate
under 2 years	26%
2 - 5 years	36%
6 years & over	48%
no child under 16	70%
Total	40%

In 1973 when the above survey was completed, over one-third of all working women had children under 16. Today, given the increase in women's labour force participation, it can be assumed that the figure has risen to almost 40%.

PART-TIME WORK

According to Statistics Canada, a part-time worker is one who regularly works less than 30 hours a week.⁽⁵⁾

In 1978, 22.6% of all employed women, that is 865,000 women, were classified as part-time workers.

Many writers have pointed to the increasing number of women working part-time as evidence of their lower level of commitment to the work force. In fact, during the past decade, although a considerably higher percentage of women than men have been part-time workers, the tendency to work less than 30 hours a week has increased slightly for men and decreased for women. A woman's decision to work part-time is often influenced by her family responsibilities and her inability to obtain full-time employment.

TABLE NINE
Number and Percentage of Labour Force
Working Part-time — Canada

	1968		1978	
	no. part-time	% all workers	no. part-time	% all workers
Men	267,000	5.2%	342,000	5.6%
Women	562,000	23.5%	865,000	22.6%
Total	829,000	11.0%	1,207,000	12.1%

The percentage of all workers who work part-time has increased from 11% in 1968 to 12% in 1978.

FINANCIAL NEED TO WORK

In 1978, 638,000 women in the Ontario labour force were single, divorced or widowed. These women are almost entirely self-supporting and work out of necessity. In addition, there are married women in Ontario who are the sole-support of their families because their husbands are unemployed, disabled or absent.

Female family heads form one of the most disadvantaged groups in our society. In Canada in 1976, the average yearly income of a male-headed family was \$19,803, of a female-headed family, \$10,327. Although 11.2% of all Canadian families are classified as low-income, 42.8% of those with a female head fall in this category.⁽⁶⁾

Many married women work outside the home because their husbands are not paid enough to support another adult and two or three children. These women work to supplement their husbands' incomes. In 1976, the average income of a husband-wife family in Canada with the husband only working was \$15,843. Where the husband and wife both worked, the average income was \$18,916.

In two parent families with children under the age of six, the picture is somewhat different. 57.2% of such families where both husband and wife worked earned less than \$15,000 a year. Where the husband was the sole income recipient, only 50.5% of families fell into this income category.

EDUCATION AND TRAINING

The level of educational attainment of the Ontario labour force has continued to increase. The female labour force, however, is still somewhat better educated, on average, than the male.

TABLE TEN
Labour Force by Level of Schooling, Ontario — 1977

Highest Level of Schooling	% Men in Category	% Women in Category
less than grade 9	18.6%	12.2%
high school	49.2%	55.4%
some post-secondary	10.7%	10.6%
post-secondary certificate or diploma	8.9%	13.7%
university degree	12.6%	8.2%
Total	100.0%	100.0%

A higher percentage of men than women have less than a grade nine education but fewer women have a university degree.

The more educated a woman is, the more likely she is to be in the Canadian labour force. Only 26% of women with less than a grade nine education worked in 1978, contrasted with 71% of those with a university degree.

TABLE ELEVEN
Female Participation Rates by Level
of Education, Canada — 1978

Level of Education	Female Labour Force Participation Rate
grade 0 - 8 years	25.9%
high school	50.7%
some post-secondary	59.5%
post-secondary certificate or diploma	61.3%
university degree	71.3%
Total	47.8%

OCCUPATIONS

Traditionally, Canadian women have been employed in very few occupational areas. Data for 1978 do not reveal any substantial changes from previous years. Women are still concentrated in the clerical, sales and service sectors of the economy. 62.3% of all female workers are in these occupations, contrasted with 26.9% of all males. Table Twelve shows that men are much more evenly distributed throughout the occupational structure than women. In fact, no one occupation contains more than 11.5% of all male workers, whereas the clerical sector alone contains over one-third of all women in the labour force. 4.5% of all women are in the managerial and administrative category, compared with 8.7% of all men.

TABLE TWELVE
Percentage Distribution of Men and
Women by Occupational Group, Canada — 1978

Occupation	% Women in Category		% Men in Category	
	Category		Category	
Managerial and Administrative	4.5		8.7	
Natural Sciences, Engineering and Mathematics	1.0		4.7	
Social Sciences	1.9		1.1	
Religion	.1		.4	
Teaching	6.0		2.9	
Medicine and Health	8.5		1.5	
Artistic, Literary & Recreational	1.3		1.4	
Clerical	34.0		6.5	
Sales	10.0		10.4	
Service	18.3		10.0	
Agriculture	2.9		6.1	
Fishing, hunting and trapping	—		.4	
Forestry and logging	—		1.1	
Mining and quarrying	—		.9	
Processing	2.0		5.1	
Machining	.4		3.9	
Product fabricating, assembling and repairing	5.4		11.3	
Construction trades	.2		11.5	
Transport equipment operation	.4		6.5	
Materials handling	1.3		3.4	
Other crafts and equipment operating	.6		1.9	
Unclassified	1.1		.4	
All occupations	100.0		100.0	

In Table Thirteen, the major occupational groups in Canada are examined to demonstrate what percentage of their employees are women. As could be predicted, the occupational areas with women in the majority are clerical and service. Women are also a strong contingent in the managerial/professional area (41.7% of employees). If this area is broken down into smaller categories, however, (see Table Twelve) one finds the majority of women are in the fields of teaching and nursing.

TABLE THIRTEEN
Women Employees as a Percentage of
Major Occupational Group,* Canada — 1978

OCCUPATIONAL GROUP	Women as % Total Employees
Clerical	76.9%
Service	53.8%
Managerial, Professional	41.7%
Sales	38.1%
Processing	19.5%
Materials handling and other craft	19.0%
Primary Occupations	18.6%
Transportation	4.2%
Construction	1.2%

*Some categories differ from those listed in Table Twelve where the managerial/professional categories are divided into more detailed subgroups, e.g. teaching.

In addition to examining women's labour force activity with respect to occupation, it is useful to look at the participation of women in selected industries. Table Fourteen shows that in eleven years, the percentage of employees who were women increased in all industries. The largest increase was in Agriculture (12.8%) followed by Finance, Insurance and Real Estate (12.0%) and Public Administration (10.3%).

TABLE FOURTEEN			
Women Employees as a Percentage of Selected Industries, Canada			
INDUSTRY	WOMEN EMPLOYEES AS % TOTAL		
	1967	1978	
Agriculture	12.9	25.7	
Manufacturing	22.4	27.0	
Construction	3.8	7.2	
Transportation, Communication & Other Utilities	14.6	19.9	
Trade	33.2	41.0	
Finance, Insurance and Real Estate	47.4	59.4	
Community, Business and Personal Service	60.5	61.2	
Public Administration	23.9	34.2	
Other	"	8.6	
Total	31.1	38.7	

*figures too small to be reliable

EARNINGS

In 1976, the average annual earnings of full-year women workers in Canada was \$8,114. For men, the comparable figure was \$15,180. This earnings differential is reflected across occupational groups.

TABLE FIFTEEN			
Average Annual Earnings of Full-year* Workers in Canada — 1976(?)			
OCCUPATION	AVERAGE EARNINGS		
	Male	Female	% Male
Managerial	23,145	12,299	53.1%
Professional	19,051	11,479	60.3%
Clerical	12,656	7,852	62.0%
Sales	15,214	6,754	44.4%
Service	11,428	5,119	44.8%
Farming, etc.	9,918	—	—
Processing & Machining	13,704	8,462	61.7%
Product Fabrication	13,516	7,283	53.9%
Construction	15,429	—	—
Transport	14,191	8,827	62.2%
Total	15,180	8,114	53.5%

*his table includes all full-year workers, that is those who worked 50 - 52 weeks. No distinction is made between full-time and part-time workers. Since a larger percentage of women than men work part-time, earnings differences are distorted.

A number of empirical studies have examined the male-female wage differentials in Canada, attempting to determine what percentage of the differential is due to sex of the worker. All have found that consideration of other variables (e.g. age, job level, hours of work) decreases the wage gap to a range of 10 - 25 percent. In all cases, however, having taken into consideration such human capital differences, a wage gap remained, attributable to sex. Ostry comments in her analysis of earnings data "even after accounting for differences in the work year, occupational deployment and 'quality' of labour between the sexes, there remained fairly sizeable pay gaps between male and female workers in Canada."(8)

Table Sixteen documents wage rates for office occupations in Toronto for October 1, 1977. The survey covered establishments with 20 or more employees. It will be noted that male weekly salaries still exceed those of women, even given the quite specific occupational categories. The gap, however, is much narrower than when broad occupational classifications were used.

TABLE SIXTEEN			
Median Weekly Earnings for Office Occupations, Toronto — 1977 (?)			
OCCUPATION	MEDIAN WAGE		
	Female	Male	% Male
Accounting Clerk, Jr.	\$165	\$181	91.2%
Accounting Clerk, Sr.	200	242	82.6%
Bookkeeper, Sr.	227	274	82.8%
Clerk, General Office, Jr.	155	169	91.7%
Clerk, General Office, Int.	188	204	92.2%
Clerk, General Office, Sr.	221	257	86.0%
Computer Operator, Jr.	188	204	92.2%
Computer Operator, Sr.	218	260	83.8%
Computer Peripheral Equipment Operator	192	203	94.6%
Cost Clerk	190	247	76.9%
Office Manager	280	367	76.3%
Office Boy/Girl	144	151	95.4%
Order Clerk	178	234	76.1%
Programmer, Jr.	248	270	91.8%
Programmer, Sr.	313	329	95.1%
Secretary, Jr.	190	202	94.1%
Secretary, Sr.	222	236	94.1%
Stock Records Clerk	174	222	78.4%
Systems Analyst, Jr.	305	325	93.8%
Systems Analyst, Sr.	352	393	89.6%

UNION MEMBERSHIP


The increase in size of the female labour force has been exceeded by the rise in women's union membership.

TABLE SEVENTEEN			
Labour Union Membership by Sex, Ontario (10)			
UNION MEMBERS	1966	1976	% Increase 1966 - 76
Male	641,907	776,614	21.0%
Female	122,529	240,691	96.4%
Total	764,436	1,017,305	33.1%

In 1966, 16.0% of all union members were women. By 1976, this figure had increased to 23.7%.

TECHNICAL NOTES

- All statistical data and definitions are courtesy of Statistics Canada.
- All numbers are rounded to thousands and percentages are rounded to one decimal place. Therefore, numbers or percentages may not add to totals shown.
- Population** is defined as persons 15 years and over, exclusive of inmates of institutions, members of the armed forces and native people living on reserves.
- Labour force** is that portion of the population 15 years of age and over who, at the time of the survey were employed or unemployed. People not counted as in the labour force include those in the population 15 years of age and over who were going to school, keeping house, too old or otherwise unable to work and voluntarily idle or retired.
- Housewives, students and others who work part-time are classified as employed. If they looked for work, they are classified as unemployed.
- Participation rate** is defined as the percentage of the population (defined above) who are in the labour force.
- Statistics quoted for the 1950's are from unrevised data; all other statistical data are revised.

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FOOTNOTES

- All Statistical data is from Statistics Canada, *The Labour Force* — monthly report and annual averages. (catalogue No. 71-001) unless otherwise noted.
- Census of Canada, 1976*, Catalogue CS 94-805.
- Statistics from the *U.S. Statistical Abstract, 1977* show that 15.9% of all households include a father as the sole wage earner, a mother as a full-time homemaker, and at least one child. 18.5% of all households include both the father and mother as wage earners, plus one or more children at home.
- "*Working Mothers and their Child Care Arrangements*", feature article in Statistics Canada, *The Labour Force*, Catalogue 71-001 (September 1975).
- Prior to 1975, Statistics Canada considered a part-time worker as one who regularly worked less than 35 hours a week.
- Statistics Canada, *Income Distributions by Size in Canada, 1976*; Catalogue 13-207 (annual); Table 62.
- Ibid*, Table 42.
- S. Ostry, *The Female Worker in Canada*, Ottawa, Information Canada, 1968, p. 45.
- Labour Canada, *Wage Rates, Salaries and Hours of Labour: Toronto*, October 1977.
- Statistics Canada, *Corporations and Labour Unions Returns Act, 1976; Pt. II, Labour Unions*; Catalogue 71-202 (annual).

WOMEN IN THE LABOUR FORCE

"BASIC FACTS"

NO. 2 in a series of factsheets produced by
The Women's Bureau Ontario Ministry of Labour
with the co-operation of the Research Branch

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TRODUCTION

Canadian women have always worked to provide for themselves and their families. Whereas historically they worked in the home to produce necessary goods, many now work in the external labour force earning money to purchase such items.

In the past twenty years, Ontario has undergone dramatic social change as more and more women have entered the paid work force. This must be evaluated not only on the societal level shown in the statistics and trends documented here, but also in light of the personal change for those involved. Women who have entered the labour force have altered their own self image and affected the ultimate image of all women today.

This fact sheet looks at the status of women in the Ontario labour force, using the most recent information available. To assist the reader in understanding the material presented, a historical perspective will often be given.

Throughout the fact sheet a number of technical terms will be used. Any such terms are defined in the notes at the end.

LABOUR FORCE ACTIVITY

The number of women working in Ontario has increased dramatically in the past twenty years. At the same time women's participation rate (that is the percentage who work) has also steadily increased.

TABLE ONE			
Women in the Ontario Labour Force and Their Participation Rates(1)			
Number		Participation Rates	
600,000	1958	29%	
1,010,000	1968	40%	
1,667,000	1978	52%	

To better understand the marked increase in labour force activity of women, one can examine the increase in size of the male/female population and the comparative increase of the male/female labour force.

TABLE TWO				
Population and Labour Force by Sex, Ontario 1968 and 1978				
	Sex	1968	1978	% increase 1968-78
Population over 14	male	2,425,000	3,095,000	27.6%
	female	2,519,000	3,238,000	28.5%
Labour force	male	1,970,000	2,480,000	25.9%
	female	1,010,000	1,667,000	65.0%

In ten years, the male labour force increased by 25.9%, slightly less than the increase in size of the male population. At the same time, the female labour force increased by 65.0%, that is at more than twice the rate of the female population.

This rise in participation has increased women's share of the total work force. In 1968, 33.9% of all workers were women. By 1978, this figure had increased to 40.2%.

The preceding tables refer to the province of Ontario in total. It is interesting to note that in the mini-census of 1976 significant differences in work force participation were found between women in Ontario as a whole and women in the Metropolitan Toronto area. The 1976 participation rate of Toronto women was 52% compared to 45.8% for Ontario women outside Toronto. (2)

UNEMPLOYMENT

In Canada and Ontario, the traditional view had been that the unemployment rate was lower for women than for men. When the Labour Force Survey was revised in 1975, however, new data revealed that the rate of unemployment was, and had been, higher for women since at least 1966.